

KBNN-AM, KFBD-FM, KIIK-AM, KJEL-FM, KJPW-AM, KOZQ-FM**EEO PUBLIC FILE REPORT**February 25, 2016 - September 30, 2016 ¹**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-12, 17-22, 24-34, 36-42, 44-53	18
Assistant Business Manager	1-7, 9-12, 15-17, 19-36, 38-44, 46-53	23
Assistant Business Manager	1-7, 9-12, 15-17, 19-36, 38-44, 46-53	23
Customer Service Representative	1-2, 4-7, 9-14, 17, 19-30, 32-34, 36, 38- 53	23

¹ The stations in this employment unit were acquired by the licensee as of February 25, 2016 and, as a result, this Report is abbreviated accordingly (See FCC File Nos. BAL/BALH-20150811ABK-P).

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Altrusa Club 931 East McKinsey Moberly, Missouri 65270 Phone : 660 269-3060 Email : lbb59@yahoo.com Lori Ballew	N	0
2	American Business Women's Association 2834 South Roanoke Springfield, Missouri 65807 Phone : 417-883-2259 Email : mba@mbaweb.org Fax : 1-417-883-2259 Donnie Harris	N	0
3	American Federation of Television and Radio Artists 1310 Papin #103 St Louis, Missouri Fax : 1-314-231-8412 Career Service	N	0
4	American Indian Center 309 North Jefferson Springfield , Missouri 65806 Phone : 417-866-3439 Fax : 1-816-471-8543 Christine Molley	N	0
5	Army Community Service 486 Replacement Ave. Building 486 Ft Leonard Wood, Missouri 65473 Phone : 573-596-0212 Email : daniel.a.danzo.civ@mail.mil Daniel Danzo	Y	0
6	Avila University 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-501-3666 Url : avila.edu Email : careers@avila.edu Fax : 1-816-501-2461 Susan Wulff	N	0

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7	Broadcast Center 2360 Hampton Ave St. Louis, Missouri 63139 Phone : 314-647-8181 Url : http://www.broadcastcenterinfo.com Email : placement@broadcastcenterinfo.com Kara Savio	N	0
8	Career Placement Office University of Missouri/Kansas City Kansas City, Missouri 64133 Phone : 816-123-4567 Url : http://careerexec.com Email : info@careerexec.com Fax : 1-816-123-1234 recruit clerk	N	0
9	Catholic Employment Network 7717 Highway N Dardenne Prarie, Missouri 63368 Phone : 636561-4451 Url : www.catholicemploymentnetwork.org Email : jobpostings@catholicemploymentnetwork.org Msgr Ted L Wojcicki	N	0
10	Central Christian College 911 East Urbandale Drive Moberly, Missouri 65270 Phone : 660 263-3900 Email : wwalton@cccb.edu Fax : 1-660-263-3936 William Walton	N	0
11	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Url : http://www.cofo.edu Email : career@cofo.edu Jim Freeman	N	0
12	Columbia College 3900 Highway D Lake Ozark, Missouri 65049 Phone : 573-875-4563 Url : http://www.ccis.edu/nationwide/main.asp?lakeozark Email : rajamerson@ccis.edu Rayhan Jamerson	N	0

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13	Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 217-231-6451 Email : mba@mbaweb.org Fax : 1-217-231-6611 Christie Mennenga	N	0
14	DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-941-0430 Url : devry.edu Email : mba@mbaweb.org Fax : 1-816-941-0239 Gerry Ellis	N	0
15	Digity Corporation Intranet Site 701 North Point Parkway Suite 500 Palm Beach, Florida 33407 Email : april.wilson@digity.me April Wilson, CDMC	N	0
16	Employee Referral	N	1
17	Florissant Valley Community College 3400 Pershall Road St. Louis, Missouri 63135 Phone : 314-513-4543 Email : mwalsh@stlcc.edu Fax : 1-314-513-4726 Michela Walsh	N	0
18	Former Employee Referral	N	1
19	Grupo Latino Americano 318 Park Central East Suite 623 Springfield, Missouri 65806 Phone : 417-868-0608 Email : grupolatino417@hotmail.com Fax : 1-417-868-8499 Yolanda Lorge	N	0

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20	Hannibal LaGrange College 2800 Palmyra Rd Hannibal, Missouri 63401 Phone : 573-221-3675 Email : krichard@hlg.edu Fax : 1-573-221-6594 Karry Richardson	N	0
21	Harris-Stowe State College 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 3147-340-3512 Email : mba@mbaweb.org Fax : 1-314-340-3389 Wanda McNeal	N	0
22	Heart of America Indian Center 600 W 39th St Kansas City, Missouri 64111 Phone : 816-931-5229 Fax : 1-816-421-6493 Pam Slade	N	0
23	Indeed.com	N	10
24	Lebanon Chamber 186 N. Adams Lebanon, Missouri 65536 Phone : 417-588-3256 Url : http://www.lebanonmissouri.com Email : darrell@lebanonmissouri.com Darrell Pollock	N	0
25	Lincoln University 820 Chestnut St. Jefferson City, Missouri 65101 Phone : 573-681-5167 Url : lincolnu.edu Email : meyerj@lincolnu.edu Fax : 1-573-681-5165 John Meyer	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Maryville University 13550 Conway Road St Louis, Missouri 63141 Phone : 314-576-9300 Email : career@maryville.edu Fax : 1-314-529-9923 Lynn Willits	N	0
27	Missouri Baptist University One College Park Drive St. Louis, Missouri 63141-8698 Phone : 314-392-2111 Email : killbblr@mobap.edu Fax : 1-314-434-7596 Ray Killebrew	N	0
28	Missouri Broadcasters 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.careerpage.org Email : mba@mbaweb.org Mark Gordon	N	0
29	Missouri School of Journalism in Columbia 76 Gannett Hall Columbia, Missouri Phone : 573-882-0373 Email : mujourcareerservices@missouri.edu Career Services	N	0
30	Missouri Science & Technolgy 1870 Miner Circle Rolla, Missouri 65401 Phone : 417-341-4951 Url : http://www.mst.edu Email : kapeller@mst.edu Colleen Kapeller	N	0
31	My Ozarks On Line 18553 Gentry Road Lebanon, Missouri 65536 Phone : 417-532-9111 Url : http://www.myozarksonline.com Mike Edwards Manual Posting	N	0

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32	NAACP 104 Opal Street St. Robert, Missouri 65584 Phone : 573-336-1272 Email : carl.grandberry@yahoo.com Carl Grandberry	Y	0
33	North Central Missouri College 1301 Main Street Trenton, Missouri 64683 Phone : 660-359-3948 Email : tutto@mail.ncmissouri.edu Fax : 1-660-359-2210 Tyson Otto	N	0
34	Olin School of Business 1 Brookings Drive Box 1157 St. Louis, Missouri 63130 Phone : 314-935-5950 Email : adminwrc@olin.wustl.edu Lisa Wilson	N	0
35	On Air Recruitment Ad	N	1
36	Ozark Technical College 22360 Highway MM Lebanon, Missouri 65536 Phone : 417-447-8932 Url : http://www.otc.edu Email : lebanon@otc.edu Kathy Christy	N	0
37	SBU - Mtn. View Campus Career Services 162 East First Street Mountain View, Missouri 65548 Phone : 417-934-2999 Url : www.sbuniv.edu/mountainview Email : paularaney@sbuniv.edu Fax : 1-417-934-1543 Paula Raney	N	0
38	SMSU-West Plains Career Center 128 Garfield West Plains, Missouri 65775 Phone : 417-255-7230 Fax : 1-417-255-7231 Jay Gentry	N	0

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39	Southeast Missouri State University One University Plaza, MS 1000 Academic Hall 057 Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : semo.edu Email : careerservices@semo.edu Fax : 1-573-651-2583 Michele Tapp	N	0
40	St. Louis Community College 300 S. Broadway St. Louis, Missouri 63102 Phone : 314-539-5210 Email : hrempe@stlcc.edu Fax : 1-314-539-5493 S. Lonati	N	0
41	The Urban League 3701 Grandel Square St. Louis, Missouri 63156 Phone : 314-615-3624 Email : styler@urbanleague.stl.org Fax : 1-314-531-7462 Sidney Tyler	N	0
42	Truman State University 100 East Normal Kirksville, Missouri 63501 Phone : Services Email : careers@truman.edu Career Center	N	0
43	University Career Center McKinney Center 100 E. Normal Kirksville, Missouri 63501 Phone : 660-785-4353 Email : careers@truman.edu Fax : 1-660-785-4366 Lesa Ketterlinus	N	0
44	University of Missouri 201 Student Success Center 909 Lowry Mall Columbia, Missouri 65211 Phone : 573-882-6801 Url : http://www.missouri.edu Email : career@missouri.edu Joe Johnston	N	0

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45	University Of Missouri 909 Lowery Mall Columbia, Missouri 65211 Phone : 573-882-2121 Fax : 1-573-882-9907 Career Services Career Services	N	0
46	University of Missouri - St Louis One University Blvd St Louis, Missouri 63121 Phone : 314-516-5111 Email : careerservices@umsl.edu Fax : 1-314-516-6535 Erica Shepperd	N	0
47	Urban League of Metropolitan St. Louis 26 North Oaks Plaza St. Louis, Missouri 63121 Phone : 314-679-3509 Email : bbtillis@yahoo.com Fax : 1-314-679-3501. Bradford Tillis	N	0
48	Urban League of Metropolitan St. Louis, Inc. 8960 Jennings Station Road St. Louis, Missouri 63136 Phone : 314-506-5306 Email : Hwhiting@urbanleague-stl.org Fax : 1-314-388-9845 Hollis Whiting	N	0
49	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-9005 Email : mba@mbaweb.org Fax : 1-314-935-5905 Kelly Cannon	N	0
50	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-7143 Email : gorlokjobs@webster.edu Marcie Career Planning	N	0

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51	William Jewel College 500 College Hill WJC Box 1058 Liberty, Missouri 64068 Phone : 816-781-7700 Email : blandm@william.jewell.edu. Marissa Bland	N	0
52	William Woods University 1 University Avenue Fulton, Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 Joe Potter	N	0
53	Women's Employment Network 920 Main Suite 100 Kansas City, Missouri 64105 Phone : 816-822-8083 Url : kcwen.org Email : tbomar@kcwen.org Fax : 1-816-822-8607 Bomar Tonia	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			13

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/14/2016	Provision of training to management	Our SEU's Market Manager took part in a training webinar presented by Alpha's FCC counsel, Wiley Rein LLP, regarding compliance with the FCC's EEO rules entitled, "The FCC's Equal Employment Opportunity Rules: The Nuts & Bolts for Alpha Media."	1	Market Manager
2	4/22/2016	Participation in events or programs sponsored by educational institutions	Our SEU's Market Manager met with representatives of six Missouri colleges and universities that are members of the Missouri Broadcasters Education Association to talk with and coach these educators about how to properly prepare their students to acquire a job in Missouri radio and television. During this intense session, the group conversed with students via conference call to obtain their input.	1	Market Manager
3	6/29/2016	Establishment of an intern program designed to assist members of the community	During this reporting period, members of our staff in conjunction with the Local Work Force Development Board and the Missouri Division of Workforce Development created a training program for a student intern attending Ozark Technical Community College. This intern visited our facilities on a regular basis over the course of 3 months, in order to learn about news reporting, on-air announcing and programming from specific staff members after which he was critiqued by those from whom he learned and "job shadowed."	4	Operations Manager News Director Programmer Market Manager
4	8/23/2016	Participation in Job Fairs	Our SEU participated in a job fair hosted by Missouri Congresswoman Vicky Hartzler held at the Lebanon Civic Center, which was well attended by the local business community. Our Market Manager occupied a booth and spoke with interested attendees about career opportunities in the industry and job openings within the SEU.	1	Market Manager

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5	9/14/2016	Participation in events or programs sponsored by educational institutions	Our SEU's Market Manager was invited to take part in a meeting at the Donald J. Reynolds Journalism Institute on the campus of the University of Missouri in conjunction with the Missouri Broadcasters Association which included the Chairman of the Radio TV Journalism Department, the Executive Director of the Institute and the Associate Dean of Graduate Studies. This distinguished group exchanged ideas about the training required for one to secure a position in the broadcast sector and brainstormed about how to reach and recruit candidates for radio, television and digital jobs within the State.	1	Market Manager
6	9/17/2016	Participation in events sponsored by community groups	Our SEU participated in the Lebanon Chamber of Commerce Business Expo and Job Fair held at the Lebanon Civic Center. SEU staff members spoke with interested attendees about career opportunities in broadcasting as well as job openings and internship possibilities within the SEU. Applications and resumes were collected and space was made available to conduct on-the spot interviews.	4	Market Manager Sales Manager Account Executive Account Executive